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**APPROVED**  
BY THE CITY COUNCIL

JUL 18 1989

OFFICE OF THE  
CITY CLERK

DEPARTMENT OF  
PUBLIC WORKS  
  
OFFICE OF THE DIRECTOR

CITY OF SACRAMENTO  
CALIFORNIA

CITY HALL  
ROOM 207  
915 I STREET  
SACRAMENTO, CA  
95814-2673

July 18, 1989

916-449-5283

City Council  
Sacramento, California

*AG 8902*

Honorable Members in Session:

**SUBJECT: APPROVAL OF AGREEMENT WITH THE GREATER SACRAMENTO AREA PLAN (GSAP)**

**SUMMARY**

This report recommends the adoption of the attached resolution, which authorizes the City Manager and City Clerk to execute an agreement with the Greater Sacramento Area Plan to provide support to Pre-Apprenticeship Programs and to develop and promote an Affirmative Action Program for contractors who are not signatory to a labor agreement.

**BACKGROUND**

At the June 13, 1989, City Council meeting, the Council heard a staff report regarding the proposed modification of the agreement for services from GSAP by the City, County, and the Sacramento Housing and Redevelopment Agency (SHRA).

The proposed agreement is different from the past agreements with the GSAP in that the GSAP would no longer be responsible for: reviewing bid specifications; attending pre-bid conferences; attending pre-construction conferences; conducting on-site compliance reviews; conducting on-site employee interviews; and preparing, compiling, and maintaining contract compliance reports and records. Instead, the GSAP would be charged with supporting Pre-Apprenticeship Programs to ensure the entry of qualified minorities and women into the construction workforce and for developing and promoting an Affirmative Action Program for contractors who are not signatory to collective bargaining agreements.

Under this new agreement, the funding agencies (City, County, and SHRA) will perform the field compliance and recordingkeeping functions now being performed by the GSAP. Staff from these three agencies have begun to meet in order to work out the transition of these functions. In all probability, the City and SHRA will be responsible for performing the day-to-day compliance and field interview activities for their own agencies. This information then would be forwarded to the County for recordkeeping and reporting to the U.S. Department of Labor (Office of Contract Compliance Programs). In this fashion, we should be able to maintain our "Hometown Plan" status with the Department of Labor. Our "Hometown Plan" includes the seven county area of Sacramento, Yolo, Placer, Amador, El Dorado, Nevada, and Sierra.

As a result of the change in the scope of work to be performed by the GSAP, four GSAP employees would no longer work for the GSAP, but instead would be transitioned to employment with the City, County, and SHRA. Two of the employees (Compliance Officers) would perform the day-to-day compliance and field interview functions for the City and SHRA. Two other employees would perform the recordkeeping and reporting functions for the County.

Staff from the Personnel Departments of both the City and County are working together to accomplish the transference of these employees from the GSAP to the respective agencies.

In addition, at the June 13, 1989, City Council meeting, Councilmember Joe Serna requested that the City Manager report back on the implications of the City Manager and County Executive being responsible for appointing the GSAP Executive Director. In response to this request, staff recommends that the City Manager and County Executive be responsible for reviewing and approving any selection process for an Executive Director, as proposed by the GSAP Board, and also retain approval authority over the appointment of an Executive Director.

**FINANCIAL DATA**

Included in the recently adopted 1989-1990 budget, was \$61,246 for the City's share of funding for the GSAP. It is proposed that this new agreement with the GSAP be for no more than \$30,000, which is a nominal amount, in order to continue their services during this transitional period. Once the GSAP Board determines their budget needs for their new responsibilities, staff will return to the City Council with an amendment to the agreement to adjust the funding level to reflect our share of the GSAP budget. The surplus will be used to pay for the services of one of the former GSAP employees to perform our compliance and field interview activities.

**POLICY ISSUES**

City policy for a number of years has been to contract with the GSAP to achieve increased employment of minorities and women in the building and construction industry within the Sacramento-Sierra's Building and Construction Trades Council area and to provide for affirmative action monitoring on all of the City Public Works contracts. The modification in the scope of services, to be provided by the GSAP, will result in the City, County, and SHRA performing their own contract compliance monitoring and recordkeeping. The GSAP would focus on the achievement of affirmative action functions to increase the employment of women and minorities in the building and construction industry.

**MBE/WBE**

A modification of the City's agreement with the GSAP will not negatively impact the City's MBE/WBE program goals or the overall minimum Disadvantaged Business Enterprise (DBE) utilization goals for Federal-Aid Urban (FAU) projects.

**RECOMMENDATION**

It is recommended that the City Council adopt the attached resolution which authorizes the City Manager and City Clerk to execute an agreement with the Greater Sacramento Area Plan to provide support to Pre-Apprenticeship Programs and to develop and promote an Affirmative Action Program for contractors that are not signatory to a labor agreement.

Respectfully submitted,

*Melvin H. Johnson*  
Melvin H. Johnson  
Director of Public Works

APPROVED:

*Walter J. Slipe*  
Walter J. Slipe  
City Manager

FW:

Contact Person:

Susan Davidson  
Sr. Administrative Services Officer  
449-5056

ALL DISTRICTS  
July 18, 1989

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# RESOLUTION NO. 89-550

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF \_\_\_\_\_

**APPROVED**  
BY THE CITY COUNCIL

JUL 18 1989

OFFICE OF THE  
CITY CLERK

**RESOLUTION AUTHORIZING EXECUTION OF AN AGREEMENT  
WITH THE GREATER SACRAMENTO AREA PLAN FOR THE DEVELOPMENT  
AND PROMOTION OF CONTRACTOR AFFIRMATIVE ACTION PROGRAMS  
AND PRE-APPRENTICESHIP PROGRAMS**

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

That the City Manager and City Clerk are hereby authorized to execute an agreement with the Greater Sacramento Area Plan for the development and promotion of contractor Affirmative Action Programs and Pre-Apprenticeship Programs for fiscal year 1989-1990.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

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**FOR CITY CLERK USE ONLY**

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_